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ABSTRACT

This two-part bibliography on nonsexist career counseling for women is designed to provide resources for counselors, counselor educators, teachers, and others desiring to facilitate positive, nonstereotyped career awareness and development of women at secondary and postsecondary educational levels. Adolescent and adult women seeking career counseling resources should also find specific sections useful. Materials were selected primarily for their direct relevance to women's educational equity in the realm of career counseling, for their recency, and for their accessibility to potential users. The second part, presented here, provided resources on women and work, women in specific occupations and professions, and programs related to women's career preparation/training. (Author)

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WEECN
WOMEN'S EDUCATIONAL EQUITY COMMUNICATIONS NETWORK

NONSEXIST CAREER COUNSELING FOR WOMEN: ANNOTATED SELECTED REFERENCES AND RESOURCES Part II

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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WOMEN'S EDUCATIONAL EQUITY COMMUNICATIONS NETWORK

BIBLIOGRAPHY SERIES: 4

NONSEXIST CAREER COUNSELING FOR WOMEN: ANNOTATED SELECTED REFERENCES AND RESOURCES Part II

Compiled by Rita M. Costick, Fran Hereth, and Kathy Cirksena.

January 31, 1978

U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
Joseph A. Califano, Jr., Secretary
Mary E. Berry, Assistant Secretary for Education
Office of Education
Ernest L. Boyer, Commissioner

WOMEN'S EDUCATIONAL EQUITY COMMUNICATIONS NETWORK
Sponsored by the U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE/Office of Education
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If you would like to know more about WEECN, please write to us.

—Matilda Butler, Director

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INTRODUCTION

It is imperative that girls and women recognize the full range of career possibilities for themselves, standing ready to make informed choices about their own destinies. The United States Department of Labor (1974) reports that more than half of all women between 18 and 64 years of age are in the labor force today, and that 9 out of 10 women will work outside the home at some time in their lives. What they will do, and how they will spend their life/work energy is significantly influenced by the type of career information and counseling they receive at all ages, kindergarten through continuing education.

This two-part bibliography on nonsexist career counseling for women is designed to provide resources for counselors, counselor educators, teachers, and others desiring to facilitate the positive, nonstereotyped career awareness and development of women at secondary and postsecondary educational levels. Adolescent and adult women seeking career counseling resources should also find specific sections useful. The materials were selected primarily for their direct relevance to women's educational equity in the realm of career counseling, for their recency, and for their accessibility to potential users. Many of the entries were reviewed and annotated by the WEECN staff; others were included solely on the basis of secondary sources (e.g., *Women's Studies Abstracts*, computer database abstracts). Emphasizing resources specifically related to women, the citations therefore do not include numerous valuable sources relevant to career counseling in general. Several significant areas in career counseling for women (e.g., counselor attitude, students' perceptions of "appropriate" career roles, the significance of sex role socialization in formulating career choices) have not been included and may be addressed in some format by a future WEECN publication.

Part I includes materials on counselor training and professional development emphasizing research, models, strategies and techniques in career counseling for women. Counseling resources cited include bibliographies, college/career guides, directories, and curriculum materials. One section lists references on measuring women's career interest, and the final component on minority women explores career education/training programs, counseling resources, occupational interest/aspiration/choice, and professional and occupational involvement. Part II provides resources on women and work, women in specific occupations and professions, and programs related to women's career preparation/training.

Previous bibliographies in the WEECN series have focused on major resources in Women's Educational Equity and on continuing education and the reentry woman. The next two bibliographies will focus on women's educational equity related to minority women and to rural women. An information analysis product is being developed on nontraditional educational opportunities (e.g., internships, apprenticeships, training programs) for adult women.

We wish to thank Marilyn Jacobson, Career Consultant and Counselor, Mill Valley, California, and Pat Swatfager, Associate Dean of Students, Saint Mary's College, Moraga, California, for reviewing this bibliography in draft form and making valuable suggestions.

—Rita M. Costick

WOMEN AND WORK

Overviews and Research

America's Working Women: A Documentary History—1600 to the Present

Rosalyn Baxandall, Linda Gordon, and Susan Reverby, comps. and eds. Random House, 1976, 408 p. Available from: Random House, Inc., 201 East 50th St., New York, NY 10022, $6.95. This book provides contemporary essays, diaries, union records, letters, songs, social workers' reports, statistics, and photographs that chronicle the lives of women laborers in diverse cultures, races, and work force areas, from 1600 to today. The focus of this anthology is working-class women: housekeepers, factory workers, secretaries, waitresses, and prostitutes.

"Brave New Jobs for Women"

Shirley Sloane Fader, *McCALLS*, May 1972, p. 65. Available from: McCall Publishing Co., 230 Park Ave., New York, NY 10017. This article discusses labor and economy trends that make it important for women to begin entering formerly "male" occupations. It also describes some of common misconceptions deterring women.

Careers for Women in the 70's

Employment Standards Administration, US Department of Labor, Women's Bureau, Washington, DC, 1973, 16 p. Available from: Superintendent of Documents, US Government Printing Office, Washington, DC, catalog number L36.102:C18, $0.35; or EDRS* ED 079 519, MF $0.83; HC $1.67, plus postage. This publication contains a brief discussion and employment information, including projected occupational growth rates for professional and technical workers. It discusses women's career planning and counseling, career aspirations, and the sources of legal protection and assistance which are available.

"Changing Labor Force Participation of Mexican Wives; A Comparison with Anglos and Blacks"

Rosemary Santana Cooney. *SOCIAL SCIENCE QUARTERLY*, September 1975, p. 252–261. Available from: *SOCIAL SCIENCE QUARTERLY*, University of Texas Press, Box 7819, Austin, TX 78712. This study analyzes data from the 1960 and 1970 census on married, spouse present, females between the ages of 15 and 54 living in Arizona, California, Colorado, New Mexico and Texas. These data indicate significant changes in the Mexican-American family in the last decade.

"Counselors View Women and Work: Accuracy of Information"

William C. Bingham and Elaine W. House. *THE VOCATIONAL GUIDANCE QUARTERLY*, June 1973, p. 262–268. Available from: National Vocational Guidance Association, 1607 New Hampshire Ave. NW, Washington, DC 20009. This survey of school counselors indicates the extent to which women and men counselors are aware of certain facts about women and work. The facts discussed include restrictions women face, occupational alternatives, general ability of women, length of time women will be in the labor force, and prohibitive occupations.

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*Items listed in the Educational Resources Information Center (ERIC) system are available in either microfiche (MF) or paper copy (HC) from the ERIC Document Reproduction Service (EDRS), Box 190, Arlington, VA 22210.

WOMEN'S EDUCATIONAL EQUITY COMMUNICATIONS NETWORK, Far West Laboratory for Educational Research & Development, 1855 Folsom St., San Francisco, CA 94103, January 31, 1978.

Handbook of Women Workers

Employment Standards Administration, US Department of Labor, Women's Bureau, 1975, 435 p. Available from: Superintendent of Documents, US Government Printing Office, Washington, DC 20402, bulletin 297, $4.70. This document condenses data from the US Census on women workers and from the Bureau of Labor Statistics on women workers. The data cover women's employment, women's education and training, information on laws affecting women and work, and the political and civil status of women workers.

Pathways to Work: Unemployment among Black Teenage Females

Phyllis A. Wallace. Manpower Administration, US Department of Labor, Washington, DC, 1974, 111 p. Available from: Lexington Books, DC Heath and Co., 125 Spring St., Lexington, MA 02173, $12.50. This report describes an exploratory study on unemployment among black teenage females in two urban poverty neighborhoods in New York City (Harlem and Bedford-Stuyvesant) conducted by the Metropolitan Applied Research Center during 1970–71. The book identifies factors affecting employment and includes recommendations on job development and placement, support and guidance for the peer group and family, community participation (school system, day care, manpower agencies), and employer involvement.

A Review and Synthesis of Research on Women in the World of Work

Mary Bach Kievit. Ohio State University and the Center for Vocational and Technical Education, Columbus, OH, 1972, 99 p. Available from: Superintendent of Documents, US Government Printing Office, Washington, DC 20402; or EDRS, ED 066 553, MF $0.83; HC $4.67, plus postage. This document reviews materials dealing with gainful employment of women, opportunities for employment and advancement, and maximizing opportunities as a means of personal satisfaction and as a contribution to society. The publication contains recommendations for action related to vocational awareness, career choice, and the attitudes of students, teachers, parents, and employers.

Training the Woman to Know Her Place: The Social Antecedents of Women in the World of Work

Sandra L. Bem and Daryl J. Bem, 1973, 29 p. Available from: EDRS, ED 082 098, MF $0.83; HC $2.06, plus postage. This paper gives a picture of women facing a variety of barriers in the world of work. It discusses the following major topics: women in the world of work, discrimination, sex-role conditioning, the presumed incompatibility of family and career, and preparing for the future.

Women and the Workplace. The Implications of Occupational Segregation

Martha Blaxall and Barbara Reagan, eds. Proceedings of a May, 1975 conference on occupational segregation, sponsored by the Committee on the Status of Women in the Economics Profession, American Economic Association, with the Center for Research on Women in Higher Education and the Professions, Wellesley College. University of Chicago Press, 1976, 326 p. Available from: University of Chicago Press, Chicago, IL 60637, $3.95. This book considers the sociological, legal, and psychological dimensions of women's inferior position in the labor market which the conference participants maintain is perpetuated by familial, legal, cultural, and historical pressures. Other contributors discuss the historical roots of occupational segregation and recommend courses of action.

"Women and Work: Rights, Realities, and Prospects"

Carmen R. Maymi. *JOURNAL OF EMPLOYMENT COUNSELING*, September 1976, p. 122–125. Available from: American Personnel and Guidance Association, 1607 New Hampshire Ave. NW, Washington, DC 20009. This article explores the question: Will women continue to be the majority of low-skilled, low-paid workers or will they share equally in opportunities in all fields of employment? The publication discusses the counselor's responsibility to be aware of the rights and resources available to each woman in pursuing her career goals.

Work in America. Report of a Special Task Force to the Secretary of Health, Education, and Welfare

Prepared under the auspices of the W. E. Upjohn Institute for Employment Research. MIT Press, 1973, 262 p. Available from MIT Press, Massachusetts Institute of Technology, Cambridge, MA 02142, $3.95. This special report focuses on work as an institutional fulcrum that could be used to improve the quality of U.S. life. The report discusses the functions of work, special work problems of women, minorities and older Americans, the physical and mental health costs of jobs as they currently exist, redesigning of work with such changes as more worker participation in decision-making and Federal policy in relation to jobs, manpower and welfare. A bibliography with over 500 items is included.

Bibliographies

Bibliography on Job Sharing

New Ways to Work. 1976, 13 p. Available from: New Ways to Work Publications, 457 Kingsley Ave., Palo Alto, CA 94301, $2.00 plus $0.50 postage and handling. This bibliography provides information on flexible time patterns and alternative work arrangements related to work life issues. New Ways to Work, a nonprofit, work resource center serving organizations and individuals, publishes additional materials including *A Booklet of General Information about Job Sharing* ($2.00 plus $0.50 postage and handling) and *Affirmative Action and Its Influence in Changing Employment Patterns and Practices* ($1.25 plus $0.50 postage and handling).

The Emerging Role of Mature Women, Basic Background Data in Employment and Continuing Education: A Selected Annotated Bibliography Primarily of Free and Inexpensive Materials

Anna Elkin. Federation Employment and Guidance Service, Federation of Jewish Philanthropies of New York, 1972, 27 p. Available from: Federation Employment and Guidance Service, 215 Park Ave. South, New York, NY 10003, $2.00, five or more copies, $1.50 prepaid; or EDRS, ED 123 415, MF $0.83; HC $2.06, plus postage. This bibliography contains about 100 items related to women as workers. The citations include studies of educational opportunities and problems affecting women's vocational adjustment, statistical surveys of worker characteristics, and bibliographies.

Job Hunting

Catalyst, 1977, 3 p. Available from: Catalyst, 14 East 60th St., New York, NY 10022, $0.75. This bibliography contains 41 entries for women seeking employment. The publication citations include print resources in areas such as resume writing, job hunting "secrets and tactics," completing job application forms, and exploring part-time and summer employment.

Returning Women: To Work and School

Catalyst, 1977, 6 p. Available from: Catalyst, 14 East 60th St., New York, NY 10022, $1.50. This bibliography contains over 80 citations on women reentering the educational system and/or the labor force. Entries include guidebooks, research reports, journal and popular magazine articles, and other documents.

Women at Work: An Annotated Bibliography. Volume I

Mei Liang Bickner. University of California, 1975, non-paginated. Available from: University of California, Institute of Industrial Relations, 9244 Bunch Hall, Los Angeles, CA 90024, $6.50. Covering resources from 1960 through summer 1973, this approximately 650-item bibliography

indexes annotations by author, title, category, and key word. It divides the entries into the following areas: general historical development, education and training, working women, occupations, special groups of women, public policy, and bibliographies.

Women at Work: Annotated Bibliography. Volume II

Mei L. Bickner and Marlene Shaughnessey. University of California, 1977, non-paginated. Available from: University of California, Institute of Industrial Relations, 9244 Bunch Hall, Los Angeles, CA 90024, $7.00. This approximately 600-item bibliography, covering materials from fall 1973 through 1977, indexes annotations by author, title, category, and key word. It divides the entries into the following areas: general historical development, education and training, working women, occupations, special groups of women, public policy, and bibliographies.

Resource Guides

Getting Yours: How to Make the System Work for the Working Woman

Letty Cottin Pogrebin. David McKay Co., Inc., 1975 edition; Avon Books, 1976, 312 p. Available from: Avon Books, The Hearst Corp., 959 Eighth Ave., New York, NY 10019, $1.75. This guidebook provides assistance for women seeking job opportunities which match skills and temperament. It contains career information on military women, law enforcement officers, and clergywomen. A special section discusses "Where to Get Help—And Inspiration" and explores career aids, counseling, employment services, courses, and other relevant resources.

How to Go to Work When Your Husband Is against It, Your Children Aren't Old Enough, and There's Nothing You Can Do Anyhow

Felice N. Schwartz, Margaret H. Schifter, and Susan S. Gillotti. The Catalyst Foundation, New York, NY, 1972, 350 p. Available from: Simon and Schuster, Inc., Rockefeller Center, 630 Fifth Ave., New York, NY 10020, $2.95. This book contains resources especially for the educated wife and mother who is underemployed and desires to explore more equitable career alternatives. One chapter provides an overview of education, counseling, and testing. A section on specific careers explores over fifty options and includes information on training, aptitudes and abilities, workforce needs, and part-time possibilities.

1,001 Job Ideas for Today's Woman. A Checklist Guide to the Job Market

Ruth Lembeck. Originally published as *JOB IDEAS FOR TODAY'S WOMAN*, Prentice-Hall, Inc., 1974; current edition Dolphin Books, 1975, 268 p. Available from: Dolphin Books, Doubleday and Co., Inc., 245 Park Ave., New York, NY 10017, $2.50. This book lists over 1,000 jobs and their requirements. It includes suggestions on the ways a woman can further her education, how to get into volunteer work, where to find new agencies that specialize in placing women, how to obtain shared jobs, where women over 55 can work, and how to get further information on all aspects of job hunting.

New Job Opportunities for Women

Muriel Lederer. Publications International, Ltd., Skokie, IL, 1975, 275 p. Available from: Simon and Schuster, Inc., 630 Fifth Ave., New York, NY 10020, $8.95. In this book, the author and the editors of *CONSUMER GUIDE* magazine provide references and resources for women seeking career guidance. A special chapter discusses help "Especially for the Returner or Late Starter." The book reviews numerous careers in health care, business, the armed forces, engineering and science, public and personal service, and includes information on career education in junior and community colleges; private trade, technical, and business schools; home study courses; apprenticeships; cooperative programs; and industry training programs.

New Life Options: The Working Woman's Resource Book

Rosalind Loring and Herbert Otto, eds. McGraw-Hill, 1976, 487 p. Available from: McGraw-Hill, 1221 Avenue of the Americas, New York, NY, 10036, $10.95. This resource guide contains a compilation of articles by different authors on the options open to employed women and those about to become employed. The book includes information on the current employment scene, on activities of different institutions and individuals, on how to resolve personal and work problems, and on acquiring skills.

No Experience Necessary: A Guide to Employment for the Female Liberal Arts Graduate

Sande Friedman and Lois C. Schwartz. Dell Publishing Co., 1971, 349 p. Available from: Dell Publishing Co., Inc., One Dag Hammarskjold Plaza, 245 East 47th St., New York, NY 10017, $1.25. This guide to employment for women college graduates describes in detail hundreds of jobs in numerous fields; e.g., book publishing, computer programming, banking, and finance. It includes information in each field on beginning jobs and career paths, salaries, part-time and free-lance opportunities; and discusses resources and how to use them.

Pathways to Work for Women

California Commission on the Status of Women. Available from: California Commission on the Status of Women, 926 J St., Rm. 1506, Sacramento, CA 95814, $2.00. This book deals with assertiveness training, goal-seeking techniques, and ways to examine and credit past achievements, hidden talents, and interests. It also reviews short-cut job hunting strategies.

Resource List on Aspects of Women and Employment; Preparing a Resume; and A Guide to Alternative Employment Opportunities

Women's Equity Action League (WEAL) Fund. Available from: WEAL National Office, 733–15th St. NW, Washington, DC 20005, $2.50 prepaid. All three of these publications are available in an information packet on alternative work patterns; i.e., job sharing, flex-time and part-time work. The packet provides individuals, career counseling groups, and employers with information on where alternative work patterns exist.

Seven Steps to Finding Your Place in the World of Work: A Guide for Jewish and Other Minority Youth. Pamphlet Number 1015

Irving Eisen. B'nai B'rith, Vocational Service, Washington, DC, 1971, 33 p. Available from: EDRS, ED 103 602, MF $0.83; HC $2.06, plus postage. This booklet contains a section on the psychology of motivation which is intended to clarify the importance of "placement readiness." It identifies seven steps relevant to the job-finding process, and organizes the information with a view toward making it easier for the reader to repeat the process each time it becomes necessary to seek a new and better job. The guide explores the special aspects of job hunting for minority groups and women, and how to handle problems if they arise. The final section on change emphasizes the relationship between true success on the job, openness to a changing world, and skill in finding a new job whenever the situation arises.

"Turn Your Everyday Skills into Good Outside Jobs"

Margaret Daly. *BETTER HOMES AND GARDENS*, January 1977, p. 24. Available from: Meredith Corp., 1716 Locust St., Meredith Bldg., Des Moines, IA 50336. This article gives advice to women deciding to go to work outside the home. The author outlines five steps in the process of finding out about yourself and your skills and then turning those skills into good outside jobs.

Woman's Work Book

Karin Abarbanel and Gonnie McChing Siegel. Warner Books, 1975, 350 p. Available from: Warner Books, Inc., 75 Rockefeller Plaza, New York, NY 10019, $2.50. This sourcebook contains information on matching skills and interests to available employment opportunities, writing effective resumes, and locating and tapping the "hidden" job market. It includes a job-finding and career-building directory which lists occupational organizations, career counseling services, educational opportunities, government publications and services, women's centers, newsletters and magazines, and books.

Women at Work: Things Are Looking Up

Helen S. Farmer and Thomas E. Backer. Human Interaction Research Institute, Los Angeles, CA, 1975, 64 p. Available from: EDRS, ED 127 519, MF $0.83; HC $3.50, plus postage. This booklet provides information for girls and women in several areas of career planning and information including new developments, new opportunities, new laws, barriers and some beliefs and the facts about them, taking action, and obtaining more information. One section provides information on planning for a career, attaining more education, and looking for a job. A listing of reference materials and organizational addresses dealing with women and careers concludes the document.

"The Working Woman"

Letty C. Pogrebin. *LADIES HOME JOURNAL*, August 1973, p. 68, 70. Available from: *LADIES HOME JOURNAL*, Box 1697, Des Moines, IA 50306. This article provides information for women planning to go back to work. The author gives practical advice for the different phases of getting a job including counseling, resume preparation, job search and interviews with specific examples. The publication lists 15 organizations located around the United States which provide career counseling.

WOMEN IN SPECIFIC OCCUPATIONS AND PROFESSIONS

Overviews

"Black Women in the Professions, 1890–1970"

Marion Kilson, *MONTHLY LABOR REVIEW*, May 1977, p. 38–41. Available from: *MONTHLY LABOR REVIEW*, US Dept. of Labor, Bureau of Labor Statistics, Box 353, La Plata, MD 20646. The author presents the status of black women in the professions from a historical and current perspective. The data on black women professionals is compared to that of black professionals, women professionals, and all professionals, 1890–1970.

Conversations: Working Women Talk about Doing a Man's Job

Terry Wetherby. Les Femmes, 1977, 269 p. Available from: Les Femmes Publishing, 231 Adrian Rd., Millbrae, CA 94030, $4.95. This book contains 22 interviews of women working in nontraditional fields. The women discuss their occupational/educational training, daily activities on the job, the impact of their being female in a traditionally male position. Interviewees include a butcher, grain elevator manager, karate school director, television vice president, welder, truckdriver, carpenter, stunt woman, mill supervisor, chief of police, dairy officer, handyperson, enterpriser, electrical mechanic, law school dean, chaplain, race car driver, biochemist/molecular biologist, pesticides inspector, bank president, chairperson of the board, and naturopathic physician.

"Eight Women, Eight Very Different Stories: Interviews"

Catherine Calvert, ed. *MADEMOISELLE*. April 1977, p. 204. Available from *MADEMOISELLE*, Box 5204, Boulder, CO 80323. This article introduces eight young women in various professions, including art, banking, film and writing. It includes photographs and quotes from the women themselves.

I Can Be Anything. Careers and Colleges for Young Women

Joyce Slayton Mitchell. College Entrance Examination Board, 1975, 256 p. Available from: College Board Publication Orders, Box 2815, Princeton, NJ 08540, $4.50. This handbook provides specific information and photographs on over 90 careers. For each field, the book describes what the work is like, what education is needed, how many women are now in the field and where, what the salaries are like, future prospects for women, which colleges award most degrees to women in the field, and where to get further information. The book includes lists of addresses of colleges, universities, and publishers in each career area.

"Nine Profiles of Black Womanhood"

EBONY, Special Issue on "The Black Woman," August 1977, p. 69. Available from: *EBONY*, Johnson Publishing Co., Inc., 820 South Michigan Ave., Chicago, IL 60605. Profiles of nine different black women compose this article. They include a career woman single parent, a farm wife and mother, a labor union executive, a senior citizen, a Hollywood actress, a factory worker, a US military officer, a model, and a fashion director. Each profile gives insight into the woman's history and current lifestyle and includes photographs and quotes. Other articles in this issue are "Women in Government," "The Professional Woman," and "The Creative Woman."

WOMEN'S EDUCATIONAL EQUITY COMMUNICATIONS NETWORK, Far West Laboratory for Educational Research & Development, 1855 Folsom St., San Francisco, CA 94103, January 31, 1978.

Saturday's Child

Suzanne Seed. J. Philip O'Hara edition, 1973; Bantam Book edition, 1974, 184 p. Available from: O'Hara, Inc., 20 East Huron, Chicago, IL 60611, $4.95. This book includes photographs and interviews of 36 women in various fields: arts and communications; science and medicine; trades, services, and businesses; and commerce and government.

Second Careers for Women, Volume II

Jane D. Fairbank and Helen L. Bryson, eds. Second Careers for Women, 1975, 127 p. Available from: Second Careers for Women, Box 9660, Stanford, CA 94305, $3.95, plus $0.50 postage and handling; California orders add $0.24 sales tax. This book contains essays written by professional women in the following areas: computer science and data processing, engineering and physical sciences, health sciences, recreation; leisure services, social work and related fields, writing and editing, and small business. The essays identify educational and experiential qualifications, educational programs, employment opportunities, job duties and responsibilities, and additional resources for information.

There's Always a Right Job for Every Woman

Roberta Roesch. Berkeley Publishing Corp., 1976, 274 p. Available from: Berkeley Publishing Corp., 200 Madison Ave., New York, NY 10016, $2.95. This book contains a collection of over 100 interviews with women in 100 different fields from advertising to candlemaking, from office management to food sculpture, and from cookbook writing to house-sitting. The publication includes information about training and provides a section on resources and referrals to help women progress toward desired careers.

"What's a Nice Girl like You Doing in a Place like This?"

EBONY, June 1977, p. 103–104. Available from: *EBONY*, Johnson Publishing Co., Inc., 820 South Michigan Ave., Chicago, IL 60605. This article looks at black women working in traditionally male occupations; e.g., security guard, attorney's investigator, construction worker, pipe fitter, bus driver, hot press operator and sales representative. It includes photographs of the women on the job and quotes from interviews with them.

Woman's Place: Options and Limits in Professional Careers

Cynthia Fuchs Epstein. University of California Press, 1970, 221 p. Available from: University of California Press, Berkeley, CA 94720, $2.45. This book identifies the social factors that assign women to their place and keep them there. The author's data reflect the situation in the professions—law, medicine, engineering, and university teaching—but the analysis also touches at many points the problems of low-income women. The publication includes a list of tables depicting women's participation in education and careers, and an extensive bibliography.

Women and Success: The Anatomy of Achievement

Ruth B. Kundsin, ed. Originally published as *SUCCESSFUL WOMEN IN THE SCIENCES: AN ANALYSIS OF DETERMINANTS*, New York Academy of Sciences, 1973; current edition Morrow and Co., 1974, 256 p. Available from: William Morrow and Co., Inc., 105 Madison Ave., New York, NY 10016, $3.45. This group of essays documents the kind of background, education, and living pattern that successful career women are likely to have, including chapters on family attitudes and relationships, the impact of education, economic factors, and determinants in individual life experiences. Twelve women in various fields (e.g., architecture, electrical engineering, and chemistry) discuss their own experiences and career paths.

Women at Work: A Photographic Documentary

Betty Medsger. Sheed and Ward, 1975, 212 p. Available from: Sheed and Ward, Inc., Subsidiary of Universal Press Syndicate, 475 Fifth Ave., New York, NY 10017, $7.95. This book of black and white photographs presents American women mining coal, running corporations, chopping down trees, stitching blue jeans, designing nuclear submarines, and being active in numerous other occupations. The documentary includes statistics from the US Department of Labor, Women's Bureau, as well as statements and commentary from the author/photographer and from the working women themselves.

Women in the Professions

Laurily Keir Epstein. Lexington Books, 1975, 176 p. Available from: Lexing Books, DC Heath and Co., 125 Spring St., Lexington, MA 02173, 6.00. This collection of eight articles is the result of a two-day conference on the status of women in higher education and the professions held at Washington University in St. Louis in April 1975. The articles cover such topics as women and success, women in academia, women's role in the labor force since World War II, the effects of suffrage on birth rates, women and politics, federal legislation and women, and alternatives for social change. The volume provides background on some of the crucial issues confronting women in the future.

"Women in the Professions: Career Considerations and Job Placement Techniques"

Hilda Kahne. *JOURNAL OF ECONOMIC ISSUES*, Spring 1971, p. 28–45. Available from: Association for Evolutionary Economics, 509 Business Administration Bldg., The Pennsylvania State University, University Park, PA 16802. This article discusses the status of women in various professions; e.g., academia, medicine, ecology, and geology. It considers different factors affecting changes in status and generally discusses the life styles of professional women.

"Women in the Workplace: A Special Section"

MONTHLY LABOR REVIEW, May 1974, 128 p. US Department of Labor, Bureau of Labor Statistics, Washington, DC. Available from: Superintendent of Documents, US Government Printing Office, Washington, DC 20402. This special issue of nine articles covers such topics as sex stereotyping's decline in the skilled trades, women in the professions, the temporary help industry, women's earnings, and women in labor unions. The articles include statistical charts of the status of women in work.

Broadcast Communications

"New Careers for Women in TV and Radio"

Dan Carlinsky. *SEVENTEEN*, October 1972, p. 132. Available from: *SEVENTEEN*, 320 Park Ave., New York, NY 10022. The article discusses the fields of TV and radio. The author describes the status of women within these areas and provides advice on how to get involved. The publication includes quotes and personal histories of women in the field.

Women in Television

Anita Klever. Westminster Press, 1975, 142 p. Available from: Westminster Press, Rm. 905 Witherspoon Bldg., Philadelphia, PA 19107, $5.95. This book describes the variety of jobs which make up the television profession. It presents a representative sample of the main job areas by the women who perform the jobs. The women tell of their responsibilities, job qualifications, personal job histories, and stories of job related experiences. The publication includes a glossary.

Women in Television News

Judith S. Gelfman. Columbia University Press, 1976, 186 p. Available from: Columbia University Press, New York, NY 10027, $10.00. This book contains the results of firsthand interviews and on-the-job observations of thirty women newscasters. The author describes what she learned about their role in television news from how they got their first job to the importance of physical appearance. One chapter focuses on career guidance and advice. The publication includes a bibliography.

Education

Opportunities for Women in Higher Education: Their Current Participation, Prospects for the Future, and Recommendation for Action

Carnegie Commission on Higher Education. McGraw-Hill Book Company, 1973, 291 p. Available from McGraw-Hill Book Co., Hightstown, NJ 08520, $4.50. The largest unused supply of superior intelligence in the United States is found among women, but at each level of advancement within the educational system the participation of women declines. This report urges that barriers to the advancement of women though higher education be removed and proposes actions to eliminate loss of talent and unfair discrimination against women.

Sex Discrimination in Education: A Study of Employment Practices Affecting Professional Personnel. Volume 1: Study Report

Roslyn D. Kane. National Center for Education Statistics, US Department of Health, Education, and Welfare, Washington, DC, 1976, 321 p. Available from: EDRS, ED 132 743, MF $0.83; HC $16.73, plus postage. This report reviews the current status of women in comparison to men employed in professional positions in educational institutions from preschool through university level. The topics cover employment and salary, minority women, policy-makers, hiring and promotion, legislation and court cases, and recommendations. The report includes a bibliography.

Sex Discrimination in Education: A Study of Employment Practices Affecting Professional Personnel. Volume 2: Annotated Bibliography

Roslyn D. Kane. National Center for Education Statistics, US Department of Health, Education, and Welfare, Washington, DC, 1976, 258 p. Available from: EDRS, ED 132 744, MF $0.83; HC $14.05, plus postage. This bibliography contains abstracts of the major research studies, surveys, and expert analyses used in the process of designing and writing the *REPORT ON SEX DISCRIMINATION IN EDUCATION*. The study emphasizes primary sources, although it includes some secondary analyses.

"Woman's Place in Academe: An ERIC Report"

Nancy A. Lauter and Daniel Dietrich. *ENGLISH EDUCATION*, Spring 1972. p. 169–173. Available from: *ENGLISH EDUCATION*, National Council of Teachers of English, Conference on English Education, 1111 Kenyon Rd., Urbana, IL 61801. This article discusses two ERIC documents, *THE STATUS OF ACADEMIC WOMEN* (ED 048 523) by Lora Robinson and *A CASE FOR EQUITY: WOMEN IN ENGLISH DEPARTMENTS* (ED 057 020) edited by Susan McAllester. The article reviews the first document which cites over 40 studies on the status of women throughout academia and the second document which contains 14 articles focusing on discrimination against women in English departments, literary works, and methods of literary criticism.

Management and Business

Breakthrough: Woman into Management

Rosalind Loring and Theodora Wells. Van Nostrand Reinhold Co., 1972, 213 p. Available from: Van Nostrand Reinhold Co., 450 West 33rd St., New York, NY 10001, $3.95. This book presents relevant factors involved in recruiting, employing, training, and advancing more women into higher management positions. The publication includes a listing of resources for management and professional women, a section on where to get training materials, and selected excerpts from Revised Order Number Four of the Affirmative Action Program, focusing on requirements for women's involvement.

Corporate Lib. Women's Challenge to Management. Policy Studies in Employment and Welfare Number 7

Eli Ginzberg and Alice M. Yohalem, eds. The Johns Hopkins University Press, 1973, 153 p. Available from: The Johns Hopkins University Press, Baltimore, MD 21218, $2.50. This group of articles contains the thoughts of several persons reflecting the concerns of management, women's liberation, government, labor, and the academic world. The viewpoints are diverse as the individuals examine the current issues of women executives and how they will fare in the future.

"Counseling Women for Careers in Business"

Jean A. Wells. Employment Standards Administration, US Department of Labor, Women's Bureau, Washington, DC, 1973, 7 p. Reprinted from *THE PERSONNEL WOMAN*, July/August 1973. Available from: EDRS, ED 092 798, MF $0.83; HC $1.67, plus postage. This article explores women's relatively poor representation in the top and middle levels of business. The author makes several recommendations regarding cooperative education programs, mature women "returnees" and continuing education, and the role of women's organizations.

The Managerial Woman

Margaret Hennig and Anne Jardim. Doubleday and Co., 1977, 221 p. Available from: Doubleday and Co., Inc., 245 Park Ave., New York, NY 10017, $7.95. This book contains portraits of the personal and professional lives of twenty-five women who made it to the top (as vice-presidents and presidents in major industries) and identifies the qualities and the environment that were conducive to their success. It includes a chapter on "What Women Can Do" which provides guidelines for women wanting to move up.

"Motivation to Manage among Women: Studies of Business Managers and Educational Administrators"

John B. Miner. *JOURNAL OF VOCATIONAL BEHAVIOR*, May 1974, p. 197–208. Available from: *JOURNAL OF VOCATIONAL BEHAVIOR*, 111 Fifth Ave., New York, NY 10003. This article reports studies undertaken in a department store and in four school districts to determine if managerial motivation is related to management success indexes, and whether female managers have less managerial motivation than males. The author interprets the results in terms of their implications for the vocational guidance of females and for research in the area of managerial talent supplies.

Women's Guide to Management Positions

Wilma C. Rogalin and Arthur R. Pell. Simon and Schuster, Inc., 1975, 149 p. Available from: Monarch Press, One West 39th St., New York, NY 10018, $2.95. This book provides information for women seeking higher status and higher paying positions in business, government, and the professions. A Career Evaluation Inventory assists women to understand work assets and to discover areas requiring additional training or experience. The publication includes guidelines for the currently employed woman, the returning mature woman, and the just-graduated college woman.

Medicine and Health

"Conscious Factors Entering into Decisions of Women to Study Medicine"

Lilian Cartwright. *JOURNAL OF SOCIAL ISSUES*, Spring 1972, p. 201–215. Available from: Journal for Psychological Study of Social Issues, Box 1248, Ann Arbor, MI 48106. This article explores conscious reasons offered by a group of University of California at San Francisco School of Medicine women students to account for their presence in medical school. Secondly, the article compares their motivations to those of men entering the medical profession. Reasons such as encouragement from others, longstanding interest, self-development, altruism, economic and prestige factors are discussed. Charts and 30 references are included.

"Fifteen New Health Careers for You"

Arthur S. Freese. *SEVENTEEN*, August 1972, p. 65. Available from: *SEVENTEEN*, 320 Park Ave., New York, NY 10022. In this article, the author describes 15 careers in the health field which require a high school diploma or equivalency certificate, or two years of college or an associates degree. The careers include water pollution control technician, dental laboratory technician, medical records technician, biological photographer and physician's assistant.

Ms.—M.D.

D. X. Fenton. Westminster Press, 1975, 144 p. Available from: Westminster Press, Rm. 905 Witherspoon Bldg., Philadelphia, PA 19107. $5.50. This book provides fact, counsel, and encouragement to women who might be considering a career in medicine. The author describes the temperament needed, the interests and hobbies that can point the way, the preparation through high school and college, the kinds of training the medical schools offer, and the wide variety of specialties open. The author also exposes the prejudices that women face in medical training and practice. An appendix gives a list of American Medical Schools with admission requirements and financial information.

Opening the Medical Profession to Women

Elizabeth Blackwell. Originally published by EP Dutton and Co., New York, NY, 1914; current edition, Schocken Books, 1977, 264 p. Available from: Schocken Books, Inc., 200 Madison Ave., New York, NY 10016, $4.75. This autobiographical document describes Elizabeth Blackwell's fight to enter medical school and become the first female doctor in America. The book describes the many obstacles she encountered before and during her medical career, and how she overcame the barriers to her success.

"The Woman Physician"

Carol Nadelson and Malkah T. Notman. *JOURNAL OF MEDICAL EDUCATION*, Spring 1972, p. 176–183. Available from: Waverly Press, Inc., Mt. Royal and Guilford Avenues, Baltimore, MD 21202. This article points out that women represent 6.7% of physicians in this country, a number lower than in any Western country except Spain. The authors look at three aspects of the problem: (1) women choosing a medical career; (2) the woman as a medical student, and (3) the woman as a physician. Problems discussed in the article point up the need for counseling, peer contacts, and role models. The authors see enriching human qualities such as empathy, kindness, intuitiveness, brought into medicine with the increase in women's participation in the profession.

Women in Medicine

Carol Lopate. Johns Hopkins Press, 1968, 204 p. Available from: Johns Hopkins Press, Baltimore, MD 21218. This study of American women in medicine is directed to educators, counselors, social scientists, economists and those concerned with women's role and potential in the United States. The author discusses history of American women in medicine, reasons for women entering or not entering medicine, the effect of high school counseling, and the various stages in the road to becoming a doctor from pre-medical student through practicing doctor. The author integrates statistical data and personal biographical material obtained from interviews.

Why Would a Girl Go into Medicine? Medical Education in the United States: A Guide for Women

Margaret A. Campbell, M.D. The Clearinghouse on Women's Studies, 1973, 114 p. Available from: The Feminist Press, Box 334, Old Westbury, NY 11568, $3.50. This survey of discrimination against women in US medical schools describes overt and subtle discrimination reported in a study of 107 medical schools. Chapters on "Constructive Support," "Selecting a Medical School," and "Surviving (and Thriving) as a Medical Student" provide information for women considering, or entering, the field.

Science and Math

"Careers for Women in Accounting"

Letricia Gayle Rayburn. *JOURNAL OF EMPLOYMENT COUNSELING*, September 1976, p. 134–139. Available from: American Personnel and Guidance Association, 1607 New Hampshire Ave. NW, Washington, DC 20009. This article documents a survey showing accounting firms' interest in actively trying to solve the problem of discrimination.

The Double Bind: The Price of Being a Minority Woman in Science

Shirley Mahaley Malcom et al. Report of a Conference of Minority Women Scientists, Arlie House, Warrenton, VA, 1976, 81 p. Available from: American Association for the Advancement of Science, Opportunity in Science Office, 1776 Massachusetts Ave. NW, Washington, DC 20031, $3.00; or EDRS, ED 130 851, MF $0.83; HC $4.67, plus postage. This report summarizes a conference of 30 minority women in science, engineering, medicine, and dentistry. In addition to a general discussion of the conference and the conferees, the document covers the following topics with respect to the experiences of the minority women scientists: the precollegiate experience, collegiate and professional education, career experience, and the diversity of race and culture. It also includes recommendations, programs, and conclusions.

Future Space Exploration: An Equal Opportunity Employer?

Glenda G. Callanen. 1975, 8 p. Available from: Rand Corp., 1700 Main St., Santa Monica, CA 90406, order number P-5492, $1.50. This pamphlet discusses the inevitability of women being involved in space exploration missions. The author discusses some of the program requirements needed for women and some of the special things women can offer to space exploration.

I'm Madly in Love with Electricity and Other Comments about Their Work by Women in Science and Engineering

Nancy Kreinberg. Lawrence Hall of Science, 1977, 37 p. Available from: Careers, Lawrence Hall of Science, University of California, Berkeley, CA 94720, $1.00 prepaid, checks payable to Regents, University of California. This booklet looks at the fields of engineering, mathematics, physics, astronomy, chemistry, and the life sciences and individual women working in these areas. The text is mainly quotes from the women themselves. The document includes photographs and appendices of resource people, publications, and organizations.

"Women and Minority Scientists"

Betty M. Vetter. *SCIENCE*, September 1975, p. 751. Available from: American Association for the Advancement of Science, 1515 Massachusetts Ave. NW, Washington, DC 20005. This article offers statistics on the numbers of women and members of minority groups in the sciences. It suggests women and members of minority groups must be given incentives if they are to be encouraged in scientific careers.

Women in Mathematics

Lynn M. Olsen. The Massachusetts Institute of Technology (MIT) Press, 1974, 185 p. Available from: MIT Press, Massachusetts Institute of Technology, Cambridge, MA 09142, $4.95. This book details women's history in mathematics from Hypatia in 300 BC to Emmy Noether in 1900. Eight biographies of women mathematicians describe the obstacles and censures prevalent in their lives. The concluding chapter explains the "Feminine Mathtique" which perpetuates pervasive myths concerning women's aptitudes, ambitions, and accomplishments in mathematical endeavors.

Women in Science and Technology

Edith Ruina, ed. Massachusetts Institute of Technology (MIT), 1973, 43 p. A Report on the Workshop on Women in Science of Technology, MIT, May 21–23, 1973. Available from: Workshop on Women in Science and Technology, Massachusetts Institute of Technology, Rm. 10-140, Cambridge, MA 02139, $2.00; or EDRS, ED 095 293, MF $0.83; HC $2.06, plus postage. This document describes the Workshop on Women in Science and Technology, designed to stimulate parents and daughters to

explore technical and scientific careers. The report includes a summary of the remarks of workshop speakers representing the areas of employment (management viewpoint), labor force, education, and psychology and counseling. It also contains specific suggestions directed to school administrators, teachers, counselors, parents, and peer groups.

Women in the Scientific Professions

Jacquelyn A. Mattfeld and Carol G. Van Aken, eds. The Massachusetts Institute of Technology (MIT) Symposium on American Women in Science and Engineering, 1965, 250 p. Available from: MIT Press, Massachusetts Institute of Technology, Cambridge, MA 02142, $2.95. This document considers the personal, social, and economic factors involved in a woman's professional career. The text includes "The Commitment Required of a Woman Entering a Scientific Profession," "Who Wants Women in the Scientific Professions?," "The Case For and Against the Employment of Women," and "Closing the Gap."

"Women Mathematicians and Creative Personality"

Ravenna Helson. *JOURNAL OF CONSULTING AND CLINICAL PSYCHOLOGY*, Spring 1971, p. 210–220. Available from American Psychological Association, 1200–17th St., NW, Washington, DC 20036. This article compares a group of creative women mathematicians to other women Ph.D.'s in mathematics as to their personality, research style, and personal background. Charts comparing personal history, creativity, intelligence, and personality of creative and comparison subjects are presented. The author also compares women to men mathematicians and raises some issues about the creative personality in general.

"Women, Minorities Underutilized in Science"

CHEMICAL AND ENGINEERING NEWS, April 1977, p. 15, 22. Available from: American Chemical Society, 1155–16th St. NW, Washington, DC 20036. This article reports statistics on women and minorities in science and discusses the percentage of women scientists and engineers in the labor force in 1974, and the percentage of male and female scientists in 1974 from minority groups.

Skilled Trades

"How to Get a Blue Collar"

Karen West. *MS.*, May 1977, p. 62–65. Available from: *MS.* Magazine, 370 Lexington Ave., New York, NY 10017. This article talks about women entering careers in the trades. The author explains the general procedure for getting into training programs through the journeywoman stage. It includes three case studies along with a directory of organizations and individuals that can offer help to women in acquiring a skill.

"Where the Women Workers Are: The Rise of the Pink Collar Ghetto"

Gloria Steinem. *MS.*, March 1977, p. 51–57. Available from *MS.* Magazine, 123 Garden St., Marion, OH 43302. This publication includes three articles with an introduction by Gloria Steinem. The articles are "A Summer in the Life of a Beauty Parlor—Personal Stories of Five Women at Work" by Louise Kapp Howe; "And Now a Word From the Media Gap—Jan Miner and Her TV Alter Ego, Madge the Manicurist" by Susan Braudy; and "The Secretary of Commerce on the Future of Working Women" by Juanita Kreps with R. John Leaper.

Wisconsin Women in Apprenticeship

Wisconsin Departments of Industry, Labor, and Human Relations, 1972, 18 p. Available from: Wisconsin Departments of Industry, Labor, and Human Relations, Apprenticeship and Training Division, 201 East Washington, Madison, WI 53702, free. This booklet provides information on various types of apprenticeship programs. Personal stories present women in apprenticeship programs in lithographic stripping, TV repair, drafting, teaching, printing, meat cutting, telephone repair, and carpentry.

Women in Apprenticeship—Why Not? Manpower Research Monograph Number 33

US Department of Labor, 1974, 34 p. Available from: US Government Printing Office, Washington, DC 20402, order number 029-00-00206-1, $0.75. This monograph examines and summarizes the number of women in apprenticeship and the range of occupations for which women might apply and be accepted for apprenticeships in Wisconsin. The authors note barriers in the attitudes and procedures of a variety of agencies and identify means to minimize them. The document discusses a variety of items including dispelling myths about women, obstacles facing women, manpower training programs, and studies recommendations.

Other Professional Fields

From Tipi to Skyscraper: A History of Women in Architecture

Doris Cole. i press, inc., Boston, MA, 1973, 135 p. Available from: George Braziller, One Park Ave., New York, NY 10016, $3.95. This study documents the historic contributions of women in American architecture, analyzes the underlying social and economic reasons for the present situation, and proposes ways of correcting and improving this situation by attracting more women to the profession of architecture. The book contains a section on the education of women architects and a bibliography.

Ms.—Attorney

D. X. Fenton. Westminster Press, 1974, 160 p. Available from: Westminster Press, Rm. 905 Witherspoon Bldg., Philadelphia, PA 19107, $5.50. This book is designed to provide information to women who are considering the law profession. It relates the evidences of discrimination, the details of disparagement of women by law schools and professors, and the reluctance of law firms to hire women. The author takes the reader through the realities of application and matriculation, and shows the routine and the rewards of a typical day in the life of a woman lawyer. An appendix describes school admission requirements and financial information.

"Why So Few?"

Don Knotts and Rose Knotts. *AGRICULTURAL EDUCATION MAGAZINE*, June 1975. p. 269–276. Available from: *AGRICULTURAL EDUCATION MAGAZINE*, Inc., RD 2, Box 639, Columbus, PA 17032. This article discusses several factors which have contributed to the formation of traditional customs and habits concerning occupational trends for women in agriculture including early conditioning, occupational counseling, social attitudes, institutional limitations, and attitudinal limitations.

PROGRAMS RELATED TO WOMEN'S CAREER PREPARATION/TRAINING

WOMEN'S EDUCATIONAL EQUITY ACT PROJECTS

Curriculum Materials Development—Secondary

Curriculum Materials Resource Center: Counseling/Junior, Senior High Level

Contact: Schadell Woodridge, Project Director; funded for the first of two fiscal years 1977. Miles College, Eutaw Extension Campus, Box 31, Eutaw, AL 35462, (205) 372-4675. This curriculum material resource center serving five counties in west Alabama will promote educational equity. The center will develop a limited capacity to serve as an open door counseling resource and referral center as a means of meeting the counseling needs of women who are no longer in a formal education context. The developers will design the curriculum for junior and senior high schools with particular emphasis on school counselors.

Expanding Career Options: Rural Counselors/Administrators

Contact: Twila Christensen, Project Director; funded for the second fiscal year 1977. Nebraska Commission on the Status of Women, 301 Centennial Mall South, Lincoln, NB 68509, (402) 471-2039. This project will provide guidance counselors and administrators with a process to help students identify and respond to changes in roles and responsibilities. It will place unique emphasis on expanding resources for counselors in rural settings and will develop leaders' and trainers' manuals for nationwide utilization in small rural school systems and in training workshops. The project will emphasize the field testing of materials in the second year.

Rural High School Women Career Entry

Contact: Mary R. Keeney, Project Director; funded for fiscal year 1977. Pennsylvania Commission for Women, Governor's Office, 512 Fin nce (802) 436-2363. This project will assist rural high school women in ca eer entry in three ways: by developing a needs assessment on the career perceptions and attitudes of noncollege-bound rural women in Vermont and New Hampshire; by creating and evaluating a model for participant research which could be replicated elsewhere; and by designing well-structured and vigorously evaluated curriculum packages specifically for rural women, which could be readily adopted in other rural areas.

Science/Mathematics Educational Program: Identify Role Models/Career Opportunities

Contact: Sharon L. Menard, Project Director; funded for fiscal year 1977. Ms. Sharon L. Menard, 2348 North 107 St., Lafayette, CO 80026, (303) 665-5240. This project will facilitate educational opportunities for girls and women who display ability and interest in science and mathematics and will develop curriculum resource materials for counseling and career education. Specific objectives are: to collect, review, and compile lists of resource persons, materials, and biographical sketches of women who are role models in science; to identify career opportunities and sources of financial assistance for training; to compile curriculum materials by grade

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WOMEN'S EDUCATIONAL EQUITY COMMUNICATIONS NETWORK, Far West Laboratory for Educational Research & Development, 1855 Folsom St., San Francisco, CA 94103, January 31, 1978.

level for career and counseling activities; to develop guidelines for conducting workshops with the project's curriculum materials by grade level for career and counseling activities; to develop guidelines for conducting workshops with the project's curriculum materials; to test the materials for usefulness and appropriateness by schools of different sizes, urban and rural locations, and with different minority populations; and to develop the least expensive method of dissemination of these curriculum materials.

Social Studies/Sex Fair Materials: Curriculum Guides/Supplemental Resources

Contact: Susan Groves, Project Director; funded for fiscal year 1977. Berkeley Unified School District, 1414 Walnut St., Berkeley, CA 94709, (415) 644-6274. This project is to develop an increased awareness of women's roles in the United States and in world history and to sensitize junior high history teachers, students, and counselors in overcoming societal sex role stereotyping. Sex fair materials for social studies classes will provide role models to inspire goals in choosing a wider variety of career options and to recognize and understand the implications of sexism in society. The project will provide teachers with curriculum guides which present factual data that can be integrated into existing texts. Materials will include a variety of supplementary resources and an accompanying workbook with suggested student activities.

Curriculum Materials Development—Adult

Assist Public and Community Agencies Develop Programs for Low-Income and Welfare Women

Contact: Deluvina Hernandez, Project Director; funded for fiscal year 1977. National Chicana Foundation, Inc., Special Projects, Box 7306, San Antonio, TX 78207, (512) 224-7528. The purpose of this project is to develop a curricular/career model to assist public and community agencies and educational institutions in offering educational and training programs for low-income and welfare women, especially those who head households and those who are of ethnic, racial, or cultural minority groups. Products will be a handbook and a set of five black and white videotapes emphasizing a variety of options for low-income and welfare women.

Career Guidance Materials for Parents

Contact: Mary R. Keeney, Project Director; funded for fiscal year 1977. Pennsylvania Commission for Women, Governor's Office, 512 Finance Bldg., Harrisburg, PA 17120, (717) 787-8128. The purpose of this project is to develop and evaluate a Parent Outlook Program which will create guidance tools for parents relating to their influence in their daughter's career choices. Materials will include a film, a fact book for parents, and a teacher/counselor guide providing information and insight to parents and encouraging their active support of their daughter's career exploration and vocational education decision making. The goal is to increase the vocational education of their daughters and to reduce resistance to nontraditional training for young women.

Continuing Education/Strategies for Mothers: Comprehensive Package

Contact: Gloria R. Fragier, Project Director; funded for fiscal year 1977. KNOW, Inc., Box 86031, Wilkinsburg, PA 15221. (412) 241-4844. The purpose of this project is to research problems which mothers of particular structural circumstances encounter when they try to further their training or education and to analyze and evaluate the strategies the women use to resolve their problems. A series of booklets will be developed for personnel who administer training and educational programs, institutions that train counselors, and groups which disseminate information to women about educational and career possibilities.

Educational Delivery System: Rural and Isolated Areas

Contact: Janet Dalquist, Project Director; funded for fiscal year 1977. Suomi College, Suomi College Educational Equity Project, Quincy St., Hancock, MI 49930, (906) 482-5300. Through the development of an educational delivery system, this project will address the educational needs of the rural woman who is generally unable to travel and participate in formal instructional programs. The objectives include developing a multidisciplinary, audiovisual based short-term learning experience for women living in extreme rural isolation by providing new insights into alternative family role concepts, societal influences, and career options. The project strategy will emphasize a film and guided discussion approach presented in a short module of study on six targeted geographical areas. The project will thus provide a special learning activity to assist rural women in overcoming limited educational opportunities and will serve as a basis for individualized services to women who are seeking formal higher education instruction and career development.

Math Careers for Urban Women: Develop and Test Curriculum Modules

Contact: Project Director; funded for fiscal year 1977. Boston Community Schools Board, Inc., 73 Hemenway St., Boston, MA 02115, (617) 266-9390. The Boston Community Schools Board, Inc., in conjunction with Boston University School of Education will conduct a Mathematics Careers for Women project. Focus will be on the development and testing of a curriculum model aimed at helping urban women overcome anxiety about mathematics and related fields when making career decisions for entering the job market. Four curriculum modules will be developed. Three will focus on the cluster employment areas that will be taught during the course of the program: business/office skills, marketing/distribution, and related technical occupations. The fourth module will focus on a series of counseling and career awareness workshops.

Model Curriculum/Training Package: Postsecondary Level

Contact: Jessie Lovano-Kerr and Helen V. Collier, Co-Directors; funded for fiscal year 1977. Indiana University Foundation, Box F, Bloomington, IN 47401. This project is to develop and evaluate replicable instructional materials and a model curriculum to train selected professionals to assist women in identifying and removing psychological barriers to their own educational growth and career potential.

Career Education, Vocational Education, and Educational Administration Programs—Secondary

Behavioral Change Training Workshops: Multicultural High School Setting

Contact: James Carter, Project Director; funded for fiscal year 1977. Hartford Public School System, 249 High St., Hartford, CT 06103, (203) 243-9761. Under this project 120 secondary students will be selected to participate in three training workshops to assist them in changing behavior and values which in turn will enable females to increase their career aspirations. Training sessions will be designed to increase personal self-awareness, develop decision-making skills, teach assertiveness skills, increase awareness of expanding career opportunities, develop leadership skills, and develop skills related to values clarification. The multicultural school system in Hartford has a large ethnic and racially diverse student body which will receive this training.

Career Guidance: Educational Television

Contact: Ruth Rich, Project Director; funded for fiscal year 1977. Los Angeles Unified School District, Box 337, Los Angeles, CA 90051, (213) 625-6596. This project will explore new career opportunities for junior high girls through the use of educational television with related printed materials. The project will provide service training for school personnel and will include a model program of special guidance activities, and a model parent education component. An advisory group composed of representatives from business, industry, institutions of higher education and the community will provide guidance and support to the project.

Cooperative High School/College Model: Scientific/Technical Careers for Women

Contact: Lenore Carol Blum, Project Director; funded for fiscal year 1977. Mills College, Center for Career and Life Planning and Department of Mathematics/Computer Science, Oakland, CA 94613, (415) 932-2700, ext. 347. Mills College will develop a model for cooperation between college mathematics/science/career staff and junior and senior high school teachers, counselors, and administrators through a science careers conference program designed for pre-college women students. Products will include the development of an outreach project and a handbook for science careers conference planning, and the production of two documentary teaching/training aid films to provide career information and role model identification.

Effects of Career Information Delivery Systems. High School Student Educational/Career Plans

Contact: Mary Ann Parthum, Project Director; funded for fiscal year 1977. School District No. 1, City and County of Denver, Division of Education, 900 Grant St., Denver, CO 80203, (303) 837-1000, ext. 546. This project will implement a three-phase pilot program in a selected senior high school in the Denver Public School System, which will provide base data for a career planning develoment curricula by sex, ethnic group, grade level, and achievement level. Results will examine the effects of three different career information delivery systems on the educational and career plans of a random sample of 150 students. The study will determine the extent to which each system enables students to begin to choose more freely among and benefit from current opportunities in the educational institutions and programs.

Model for Developing Bias-Free Vocational Education Programs

Contact: Roberta Dowell, Project Director; funded for fiscal year 1977. Department of Education, State of Alaska, Pouch F, Juneau, AK 99811, (907) 465-2990. This project will develop a model for achieving educational equity for women in vocational education programs in small secondary rural schools. A developed product will define guidelines for a small rural secondary school to follow when revising or building vocational education programs which eliminate sex discrimination, sex stereotyping. The final document will be distributed to all 52 school districts in Alaska and to various educational organizations. It is anticipated that any rural secondary

school will be able to use the model and make modifications as appropriate for the cultural values of the students within the community and develop vocational education programs which eliminate sex discrimination/sex stereotyping allowing all students the opportunity to develop their own interests, abilities, and talents.

Rural Secondary Schools/Community Career Skills and Awareness

Contact: Ned Strauss, Project Director; funded for fiscal year 1977. Washington County/Youth Service Bureau, Inc., Box 525, Montpelier, VT 05602, (802) 229-9145. The purpose of this project is to develop materials and training packets applicable to rural and small town areas in order to create the skill levels in young women and men enabling them to obtain educational equity in the high schools. The concept of peer counseling will provide the basis for most of the materials. The project will develop, field test, and validate four training manuals for rural high school students, school personnel, community persons, and families. This model program will also include the development of a trained community network of persons to support this effort.

Science/Engineering Experience: High School Model Program

Contact: DeWayne Boyd, Project Director; funded for fiscal year 1977. Richland School District No. 400, 615 Snow Ave., Richland, WA 99352, (509) 946-6106. The purpose of this project is to develop, implement, and test the effectiveness of methods (1) to recruit and place female high school students in science and engineering work-learn positions; (2) to assist them in acquiring accurate knowledge about the actual duties and training requirements for technical/professional science/engineering careers; (3) to assist them in becoming competent in a number of science/engineering skills; and (4) to develop a model program based upon the above which may be utilized by other school districts.

Sophomore High School Students: Individualized Career Preparation

Contact: Elyse S. Fleming, Project Director; funded for the second fiscal year 1977. Case Western Reserve University, Department of Education, 2040 Adelbert Rd., Cleveland, OH 44106, (216) 368-2192. In its second year, this project will develop procedures for identifying the kinds of barriers that may be predicted to interfere with the fulfillment of the potential or talented sophomore high school students at the six school sites designated during the first project year. These locations reflect a variety of settings: public coeducation, independent and parochial schools, and diverse racial and family backgrounds. The project has designed strategies for removing these barriers, and will develop a handbook for guidance personnel who will be involved in all facets of the program from research to validation. A previously constructed diagnostic battery will provide an individualized career preparation program to meet the specific needs of adolescent students as they attempt to overcome those identified barriers. Opportunities will be provided for dialogue between students, community leaders, and university personnel who might serve as role models.

Career Education, Vocational Education, and Educational Administration Programs—Adult

Administrative Leadership: Higher Education

Contact: Carol W. Konek, Project Director; funded for the second fiscal year 1977. Wichita State University, 1845 Fairmont, Wichita, KS 67208, (316) 689-3419. This project's purpose is to develop an exportable model designed to enhance the entry of women into administrative leadership positions in higher education and to insure their continued mobility and success in such positions. A series of workshops and seminars structured for men and women university personnel of administrative and faculty rank will hopefully facilitate attitudinal change regarding the administrative potential of women at the point where initial impact of such changes

would be most potent. A test instrument unbiased by the traditional images of sex roles and language to be used by prospective women administrators for self-assessment and documentation of administrative potential will be validated. A detailed training manual will also be developed.

Apprenticeship Training Entry: Advanced Career Preparation

Contact: Avis Y. Pointer, Project Director; funded for the second fiscal year 1977. Center for Human Services, 5330 Wisconsin Ave. NW, Suite 1600, Washington, DC 20015, (301) 654-2550. This project, jointly submitted by the Center for Human Services and the Graphic Arts International Union and the Union Employees of America, Printing Industries of America, is an outreach program which will enable local union committees to identify women who wish to obtain advanced career preparation and to become involved in apprenticeship programs. A needs assessment and pre-survey have been conducted and a model training program will be delivered to workers at worksites and to appropriate management and officials.

College Leadership Training: Life Career Effectiveness

Contact: Sallyann Poinsett, Project Director; funded for the second of three fiscal years 1977. Barat College, Office of the President, 700 Westleigh Rd., Lake Forest, IL 60045, (312) 234-3000, ext. 309. This project's purpose is to develop a model leadership training program, appropriate to the needs of undergraduate college women, to increase career and life effectiveness. Focus will be on the identification of skills and related training as well as the development of an integrated, sequential leadership program capable of assisting women in bridging the gap between educational preparation and occupational attainment. Special attention will be given to diversities among women based on age, ethnicity, field of study and future plans. Women in Leadership Learning will investigate, identify and compile an inventory of attitudes and skills development resources relevant to life career effectiveness, and will conduct a series of courses and workshops to test skill development and leadership training approaches and evaluate the training.

Community-Based Guidance: Innovative Program for Adult Women

Contact: Nancy L. Voight, Project Director; funded for fiscal year 1977. University of North Carolina, School of Education, Chapel Hill, NC 27514, (919) 966-5266. An innovative model program, Community-Based Guidance (CBG) will be developed and tested with adult women in Durham and Orange Counties in North Carolina. Each woman recruited for the program will be responsible for involving ten others in the community. The CBG Program, initially self- and peer-led, eventually will spread as a pyramiding effect. Materials will be developed and the model program will be tested. Evaluation of benefits to participants involves standardized and self-report measures and covers gain in self-awareness and information, self-concept, career maturity, decision making, and planning skills.

Counseling and Testing Inventory for Women in Two-Year Colleges

Contact: Nancy Carol Eliason, Project Director; funded for fiscal year 1977. American Association of Community and Junior Colleges, Center for Women's Opportunities, Suite 410, One Dupont Circle NW, Washington, DC 20036, (202) 293-7050. This project will research and design nonsexist aids for use in two-year colleges and by other appropriate change agents. Products will be a counselor's handbook, as well as a pamphlet containing an inventory of nonsexist information and recruitment/admissions practice with recommendations for implementation. Materials will include a user evaluation/validation checklist to be returned to the Center for possible further action. Institutions chosen will represent a varied ethnic, socioeconomic, and cultural target population.

Employment Resources Training Services Model

Contact: Geri Hair, Project Director; funded for fiscal year 1977. Women's Center of Dallas, 3107 Routh St., Dallas, TX 75201, (214) 748-9242. This project will develop and validate employment resources and training services programs for underemployed, minority, blue-collar and career changing women, including displaced homemakers and reentry women. The model will specifically address the need for special educational activities and support services. The project will produce a development plan in the form of a manual to be used by women's centers, colleges and universities, state and local agencies, and volunteer organizations.

Hands-On Engineering Program: Career Preparation Model

Contact: William K. LeBold, Project Director; funded for the second fiscal year 1977. Purdue University, Department of Freshman Engineering, West Lafayette, IN 47907, (317) 749-2594. The purpose of this project is to design a model program for women who traditionally have not entered the field of engineering. After the planning phase, the model was conducted in the spring of 1977, and an evaluation phase in the summer and fall of 1977. Focus will be on providing hands-on engineering experiences and career counseling in role model experiences for women entering the engineering field. The program will provide supplementary counseling to meet the special needs of minority participants. The project will collect comparative data from men entering the engineering field.

Leadership Training/Retraining: Secondary/Postsecondary Levels

Contact: Billy N. Pope, Project Director; funded for the second of three fiscal years 1977. Education Service Center Region X, EPD Consortium D, Box 1300, Richardson, TX 75080, (214) 238-8179. This project will develop a viable leadership program in six fields at the secondary and postsecondary levels: educational leadership in educational administration, vocational education, career education, physical education, guidance and counseling, and adult education. The project will address the need to restructure content of preparation in order to train individuals for leadership positions as well as retrain those already in decision-making positions in educational institutions. Activities will include the development of training modules, the conducting of workshops and seminars, and the production of bibliographies and literature relative to women in administrative roles in education.

Life and Career Choices for Adult Working Class Women

Contact: Audrey Branch, Project Director; funded for fiscal year 1977. LaGuardia Community College, Division of Cooperative Education, 31-10 Thomson Ave., Long Island City, NY 11101, (212) 626-8546. A model in life and career choices for adult working class women and a work/experiential education program will be developed to provide adult low-income women with structured experience in the workplace, coupled with intensive campus-based support. Materials to facilitate program delivery and replicability will include a comprehensive work experience curriculum, basic academic courses redesigned for working class women, a staffing and staff training model, and resulting handbooks and curricular materials.

Management Positions via Volunteer Experience: Part-time Work on Time-Shared Basis

Contact: Winnie Bordon, Project Director; funded for the first of two fiscal years 1977. Goucher College, Center for Educational Resources, Towson, MD 21204, (301) 825-3300. This project's purpose is to create a demonstration model which will arrange part-time placement of women in business administration positions. The program will place selected participants with extensive volunteer experience at a staff level where few women have traditionally worked. This model plans to alleviate discrimination by demonstrating that volunteer experience can be equated with traditional experience. It recognizes the special needs of a segment of the population (primarily women) who works on a part-time basis and will compare the effectiveness of one adult working full-time with two adults working in a similar capacity on a time-shared basis. The project will produce a workbook to facilitate model replication.

Model Course/Broaden Career Options: Special Educational Services

Contact: Lurana T. Campanaro, Project Director; funded for fiscal year 1977. Nassau County, Office of Women's Services, Plainview Complex, 1425 Old Country Rd., Plainview, NY 11803, (516) 420-5101. In cooperation with the State University of New York, the Nassau County Office of Women's Services will develop a model course of special educational services to assist women in broadening their career options and to assist them in their change or advancement of career. The State University of New York at Stony Brook, New York and the Nassau County Office of Women's Services will develop and administer the course jointly.

Prepare Rural Women for College or Other Vocational Goals

Contact: Project Director; funded for nine months of fiscal year 1977. The Grail, Grailville, Loveland, OH 45140, (513) 683-2340. This program will assist rural women to enter a systematic course of study at a college or other institution that provides training related to personal and vocational goals. The objectives are (1) to create and evaluate a model for pre-college counseling of rural farm and nonfarm women in Clermont, Brown, and Warren Counties, located in southwestern Ohio adjacent to metropolitan Cincinnati; and (2) to prepare a manual for use by women's organizations, church groups, and social agencies to develop such counseling programs for rural women. The project will emphasize the utilization of these groups as resources for educational equity for rural women.

Pre-Trial Intervention Program

Contact: Marilyn B. Goldman, Project Director; funded for the second fiscal year 1977. Job Options, Inc., 112 Market St., Harrisburg, PA 17101, (717) 233-4509. The purpose of this project is to continue development of a program to intervene in the criminal justice system at the early stages and divert first-time offenders into jobs, education, and training. The program will provide job training, employment counseling, and placement services to approximately 50 adult offenders. The placement emphasis is in nontraditional jobs, though up to now the majority of the job placements has been in traditional fields. A training course funded by the local prime sponsor of the Comprehensive Employment and Training Act (CETA) will be offered to alleviate this situation. The project will produce a modular packet including two 15-minute cassette tapes, a set of slides, and a 30-page booklet explaining this program and how to replicate it. A conference will be held in the spring of 1978 to demonstrate to women's organizations, employers, and criminal justice personnel how best to serve the special needs of women offenders.

Professional Agriculture: Institutional Change

Contact: Charles W. Basham, Project Director; funded for the second fiscal year 1977. Colorado State University, College of Agriculture, Fort Collins, CO 80523, (303) 491-7149. This project is to investigate the circumstances surrounding inequities and sex role stereotyping within the field of professional agriculture and to initiate the process of institutional change at the curricular, career preparation, and career exploration levels. The specific target population will be the present enrollment of students in the College of Agricultural Sciences at Colorado State University. Project objectives are: to develop a data base which will include needs assessment and vocational/personal student profiles for currently enrolled agricultural science students; to establish curriculum structure guidelines that incorporate academic preparation requirements for successful career development; and to create an integrated model for career counseling.

Rural Women Opportunity Center: Career/Vocational Education

Contact: Alice Paris, Project Director; funded for fiscal year 1977. Federation of Southern Cooperatives, Research and New Program Development, Box 95, Epes, AL 35460, (205) 652-2260. This project will develop and validate a plan for educating rural women in the areas of vocational education which lead to greater employability and higher wages in their localities.

It will assist them in locating and entering institutions that offer specific areas of vocational education, and in receiving job placement assurances from business and industries for women with vocational training. The project will package this plan for easy transportability and replicability by potential users in similar locations around the country.

Women in the Technologies: Career Counseling/Postsecondary

Contact: Anita Voorhees, Project Director; funded for fiscal year 1977. Middlesex County College, Division of Community Services, Woodbridge Ave., Edison, NJ 08817, (201) 548-6000, ext. 350. This project is a community-oriented multipurpose counseling effort designed to overcome the sex stereotype caused barriers that prevent women from entering many technical careers. Mature and adolescent women with a potential interest in technological careers will learn to assess their goals, strengths, limitations, and the necessary steps toward the realization of self-determined technological career objectives. The program will feature individualized counseling, self-assessment seminars, job seeking development, hands-on exposure to technologies, academic and financial aid counseling, academic skill building, and career experience camps.

Women Offenders/ Minorities/Others: Career Development Model

Contact: Barbara A. Greadington, Project Director; funded for the second of three fiscal years 1977. Miami-Dade Community College, Career Development Department, 11011 SW 104th St., Miami, FL 33176, (305) 596-1348. This project is to design and develop a comprehensive career development model with emphasis on women offenders and major factors in the stage of transition from the correction institutions to the community outside. It will direct attention to the needs of minority groups, primarily blacks and Latins. In addition to career development courses, workshops, assertiveness training seminars, and counseling, products will include a comprehensive career development model for women offenders as well as the female population in general, techniques for creating interest in nontraditional careers, and counseling techniques for ex-offenders.

Staff Development Projects

Reeducate Higher Education Faculties and Practitioners in the Field

Contact: Patricia Ball, Project Director; funded for fiscal year 1977. University of Tennessee, Department of Educational Psychology and Guidance, Knoxville, TN 37916, (615) 974-5131. The efforts of the Appalachian Center for Educational Equity (ACEE) will continue in developing, implementing, and validating an exemplary, sex fair model training program for leaders in the field of educational psychology, career education, and personal and vocational counseling. During this year the ACEE project will focus on capacity building by further development and refinement of course modules and materials that would serve to reeducate faculties in higher education and to reeducate practitioners in the field. The project will conduct additional field testing in academic departments, institutions of higher education, public schools, and women's centers in the Southeast.

Staff Development Program. Educational Administrative Careers

Contact: Elizabeth Hatch, Project Director; funded for fiscal year 1977. Elizabeth Hatch, 436 Cherry Hill Rd. SW, Cedar Rapids, IA 52404, (319) 398-2111. This staff development program will hopefully raise women's aspirations and managerial potential for educational administrative leadership positions. The program, though designed for women from culturally diverse backgrounds, is open to all school staff. The project centers around the development and implementation, on a pilot basis, of a staff development program designed to help women in the educational profession overcome societal, organizational, and aspirational impediments which block administrative careers. The project will design and field test materials and methods.

Women in Criminal Justice: Staff Development/Pre- and Inservice Training

Contact: T. Antoinette Ryan, Project Director; funded for fiscal year 1977. University of South Carolina, College of Criminal Justice, Columbia, SC 29208, (803) 777-6504. The purpose of this project is to develop a model training program with resource materials and to prepare a group of correction personnel for planning, implementing, and evaluating programs of pre- and inservice training to achieve educational equity for women employed in criminal justice. It will produce a trainer's guide with educational modules and will develop a model program for implementation in the field of criminal justice, but applicable to other populations.

OTHER CAREER PREPARATION/ TRAINING PROGRAMS

Career Counseling

Nassau County Vocational Center for Women. Second Annual Report, January, 1969

Nassau County Vocational Center for Women, Mineola, NY, 1969, 38 p. Available from: EDRS, ED 028 348, MF $0.83; HC $2.06, plus postage. This report of the Nassau County Vocational Center for Women presents the Center's role in providing educational and vocational information and specific referrals to women returning to occupations outside their homes. It makes an analysis of the women who enter the labor market related to the women in Nassau County at that time and to the jobs available until 1975. The report describes the women who visit the center; the library and its contents; information and referral services; in-depth counseling and testing; special programs, events, and speaking engagements; and cooperation with other community agencies.

The New Occupational Student: The Mature Adult Woman. A Preadmission Counseling Program in Four CUNY Community Colleges

Deanna Chitayat and Sharon Hymer. City University of New York, New York Institute for Research and Development in Occupational Education, and New York State Education Department, Office of Occupational and Continuing Education, Albany, NY, 1976, 129 p. Available from: EDRS, ED 138 877, MF $0.83; HC $7.35, plus postage. This document describes a preadmission counseling program in four community colleges, The New Occupational Student: Mature Adult Woman, which sought to encourage women to explore their educational and vocational potential. The paper outlines the program which consisted of a series of workshops on self-awareness activities and college and career information, and provides a framework for a peer counseling program established as a post-admission service for the women.

"A Professional Counseling Service for Women"

Cynthia Pincus et al. *SOCIAL WORK*, March 1974, p. 187–194. Available from: National Association of Social Workers, 1425 H St. NW, Washington, DC 20005. This article describes the Information and Counseling Service for Women at Yale University, and the results of a study of a sample group of clients. The publication cites the pressures affecting American women which have given rise to professionally operated counseling centers for women.

Report on Operation of New York State Guidance Center for Women. November 6, 1966 to August 31, 1968

Esther M. Westervelt. 1968, 66 p. Available from: EDRS, ED 031 635, MF $0.83; HC $3.50, plus postage. This report describes the New York Guidance Center for Women at Rockland Community College program of educational and vocational counseling and information and advisory services conducted through the library, career guidance workshops, public meetings, and radio programs. The document includes recommendations, a statistical summary, discussions of the sociology and psychology

of the mature woman's career potential, and differing conceptions and emerging patterns in counseling and testing services including selected case histories.

Values, Decisions, Careers: A Group Guidance Program for Girls

Frank O'Dell et al. 1973, 15 p. Available from: EDRS, ED 112 282, MF $0.83; HC $1.67, plus postage. This paper discusses a project designed to use group process techniques in meeting the career development needs of girls and in dealing with limiting aspects of female stereotyping. The document describes the objectives to offer high-school girls an opportunity (1) to get to know themselves better, (2) to develop an understanding of the limitations of sex-stereotyping, (3) to acquire better decision-making skills, and (4) to appreciate the need for career planning and information.

When Homemakers Lose Their Jobs; Alliance for Displaced Homemakers

Sally Wendkosolds. *McCALLS*, March 1976, p. 38. Available from: McCall Publishing Co., 230 Park Ave., New York, NY 10017. This brief article discusses the problems of unemployed homemakers; e.g., divorced or widowed women. It describes the Alliance for Displaced Homemakers based at Mills College in Oakland, California, a program which offers counseling, classes, and training to help make women financially independent.

Work Training

College for Human Services: A Model for Innovation in Urban Higher Education

Audrey C. Cohan. Women's Talent Corps, New York, NY, 1967, 30 p. Available from: EDRS, ED 012 870, MF $0.83; HC $2.06, plus postage. This document describes the Women's Talent Corps, which in attempting to establish permanent positions in community agencies at a new entering level, has developed an action-centered approach to the training of women from ghetto areas for pre-professional jobs in hospitals, welfare agencies, and schools. The paper describes various aspects of the college model including: helping students prepare for equivalency examinations at the secondary level as they begin college work; preparing them for work in the helping professions and placing them in jobs; using field work for methods teaching; offering a core curriculum based on the needs of the professions and the populations served; and offering a flexible program including preparation for transfer to a four-year college.

Evaluation of the Availability and Effectiveness of MDTA Institutional Training and Employment Services for Women: Final Report

Yvonne Kimmons Walker et al. Battle (Mark) Associates, Inc. and Exotech Systems, Inc., Falls Church, VA, 1974, 79 p. Available from: EDRS, ED 095 278, MF $0.83; HC $4.67, plus postage. This document represents the concluding phase of a two-part study analyzing data to determine the impact of institutional training on women. It is an exploratory data collection effort on women during institutional training in 12 sites. The data collected from records of a sample of previous enrollees point out major findings concerning women in manpower programs including completion and placement rates.

Improving Employment Possibilities for Female Black Teenagers in New York City. Final Report

Hylan Lewis et al. Metropolitan Applied Research Center, Inc. and Northside Center for Child Development, New York, NY, 1976, 262 p. Available from: EDRS, ED 130 032, MF $0.83; HC $14.05, plus postage. This report describes a project which tested the effect of sponsored peer group interaction and reports on the job behavior and orientation to work of young black women in New York City. It outlines the work of peer group aides and staff of the Careers Project at Northside Center for Child Development.

A Legal Analysis of Work and Training Requirement under the Work Incentive Program. Final Report on Phase I

Associate Control, Research and Analysis, Inc., Washington, DC, 1973, 133 p. Available from: National Technical Information Service, US Dept. of Commerce, Springfield, VA 22161, number PB-220 568, $2.25; or EDRS, ED 083 419, MF $0.83; HC $7.35, plus postage. This document reports findings of a study of the Work Incentive Program (WIN) related to discrimination against females in WIN, tax credits involving welfare status, enrollees' legal rights, litigations concerning WIN, testing procedures, college training considerations, standards for AFDC eligibility, child care arrangements for WIN mothers, job placements for minorities and females, and attitudes toward counselors.

"Research and Evaluation: Right on Target"

Helen Y. Nelson. *AMERICAN VOCATIONAL JOURNAL*, February 1975, p. 92–95. Available from: American Vocational Association, 1510 H St. NW, Washington, DC 20005. This article summarizes evaluation studies of first-year vocational education teachers and high school cooperative education programs. It also reviews research on women employed in vocations traditionally male, vocational counseling which involves parents, and factors influencing career choice. It includes a guide for local planning.

Nontraditional Career Exploration

"Graduate and Professional Education: An Incisive Look at Dentistry"

Gleen F. Nyre and Frida A. Zhonga. *NEW DIRECTIONS FOR HIGHER EDUCATION*, Fall 1975, p. 33–41. Available from: Jossey-Bass, Inc., 615 Montgomery St., San Francisco, CA 94111. This article reviews the factors influencing the graduate and professional education of women. It describes the University of California, Los Angeles (UCLA) School of Dentistry outreach program for recruiting women dental students through use of a slide-tape, special publications, and the involvement of school counselors.

Overview of the Study of Women in New Careers (WINC). Volume II. Final Report

CONSAD Research Corporation, Pittsburgh, PA, 1976, 106 p. Available from: EDRS, ED 130 065, MF $0.83, plus postage, HC not available from EDRS. This report presents the study of a project conceived as a means of developing and testing a model Career Development Program. It outlines the project's purpose to open nontraditional occupations to young women of low socioeconomic status and varying race and ethnic backgrounds by: (1) assisting a pilot group of women in five selected cities to enter training and to find them training-related jobs; (2) increasing awareness of women's aptitudes and potential among themselves, counselors, instructors, job developers and employers; and (3) identifying barriers to the training and employment of women in nontraditional careers.

"Project Women Career Education Program, Maine"

R. C. Bobowski. *AMERICAN EDUCATION*, December 1975, p. 27, 28. Available from: Superintendent of Documents, US Government Printing Office, Washington, DC 20402. This article is a brief discussion of Project Women, which began in 1971-2 school year with support from the Office of Education's Bureau of Adult, Vocational, and Technical Education and University of Maine at Orono to (1) acquaint girls in the tenth and eleventh grades with traditional male occupations, and (2) train students to work as aides to counselors in providing occupational guidance to other students.

WAGES (Women and Girls Employment Enabling Service): Final Report

Leathia S. Thomas and Sandy Dickey. 1974, 69 p. Available from: EDRS, ED 102 382, MF $0.83; HC $3.50, plus postage. This second-year report of the WAGES (Women and Girls Employment Enabling Service) Project documents the growth, problems and successes experienced through efforts to open nontraditional fields of employment to women by way of a community-based program in Memphis, Tennessee. It describes counseling and other activities, and offers recommendations for future efforts. The appendix includes the "1972-3 Comprehensive Job Placement Report" and applicants' profiles.

"Why Not a Woman? Women in New Careers Program for Training for Nontraditional Jobs"

J. B. Sedaka. *AMERICAN EDUCATION*, December 1975, p. 11–15. Available from: Superintendent of Documents, US Government Printing Office, Washington, DC 20402. This publication discusses the Women in New Careers Project which trains women in a variety of occupational areas, including welding, printing, building trades, electronics, marine engine repair, and auto mechanics. The article looks at the Project's history and problems and includes photographs and quotes from participants in the program.

Career Development Conferences

Continuing the Development of Career: A Symposium

David V. Tiedeman, ed. 1975, 48 p. Available from: EDRS, ED 126 369, MF $0.83; HC $2.06, plus postage. Following a brief introduction by the editor, this document presents four papers on continuing the development of career. It provides a framework for understanding adult career development and planning career development programs; presents several suggestions on the practice of vocational guidance in mid-life career development; and describes a six-session career development program for adults, including the clientele, format, and course content.

"Encouraging Women through a Career Conference"

Frances A. Plotsky and Rosemary Goad. *PERSONNEL AND GUIDANCE JOURNAL*, March 1974, p. 486–488. Available from: American Personnel and Guidance Association, 1607 New Hampshire Ave. NW, Washington, DC 20009. This paper reports on a conference on career development at the University of Texas at Austin, designed to offer undergraduate women the opportunity to discuss their career choices with professional women from the university or community.

New Dimensions in the Career Development of Women. Conference Proceedings Number 2

Thomas H. Hohenshil, ed. Virginia Polytechnic Institute and State University, Division of Vocational-Technical Education, Blackburg, VA and Virginia State Department of Education, Division of Vocational Education, Richmond, VA, 1974, 134 p. Available from: Harry L. Smith, Public Information and Publications, State Department of Education, Richmond, VA 23216, order number CP-2, $3.00. This paper reports on the Third Annual Conference for Career Counseling and Vocational Education, attended by approximately 200 teachers, counselors, administrators, and university personnel from four states. The paper discusses the conference's purpose to examine contemporary views and programs regarding the career development of women, with special emphasis on public school and community college programming. The document includes copies of addresses given on career and leisure development and counseling for girls and women. It also contains descriptions of five Virginia career development programs, ranging from elementary school to community college levels.

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These materials are available on an individual or subscription basis. A complimentary binder, especially designed for WEECN products, will accompany each subscription order. All publications are printed on 8½ by 11 inch, three-hole punched paper.

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- *Women's Educational Equity: Annotated Selected References and Resources*, 1977. Includes information on books, reports, bibliographies, journals, newsletters/resource publications, and library collections.
- *Continuing Education: Reentry and the Mature Woman. Annotated Selected References and Resources*, 1978. Cites materials related to the mature woman students, counseling resources, program development, and specific continuing education programs for women.
- *Nonsexist Career Counseling for Women: Annotated Selected References and Resources, Part I*, 1978. Provides resources on counselor training and professional development, counseling resources, career interest measurements and minority women.
- *Nonsexist Career Counseling for Women: Annotated Selected References and Resources, Part II*, 1978. Provides resources on women and work, women in specific occupations and professions, and programs related to women's career preparation/training.

Also available:

- *Resources in Women's Educational Equity, Volume I*, 1977. Contains abstracts of instructional and training materials, program descriptions, evaluative studies, and bibliographies. Available from: Superintendent of Documents, GPO, Washington, DC 20402, order no. 017-080-01820-9, $5.00 prepaid.

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